



CHIEF EXECUTIVE CANDIDATE PACK 2026

Who we are

S.H.E. UK provides specialist support services designed to improve the lives of adult survivors of childhood sexual abuse, or more recent sexual violence and rape. The organisation was established in 1998 as a self-help group by survivors who identified significant gaps in traditional statutory provision. Since becoming a registered charity in 2001, we have delivered impactful, often life-changing support to almost 1,500 survivors.

As we stand today, in 2026, our founder remains an active member on our board of trustees, ensuring our ethos and commitment to our mission and values remain at the heart of all we do.

Over the years the organisation has evolved and our services have developed, as has our reach. We support all genders aged 18 and over from across Nottinghamshire and we currently offer three key, complementary services:

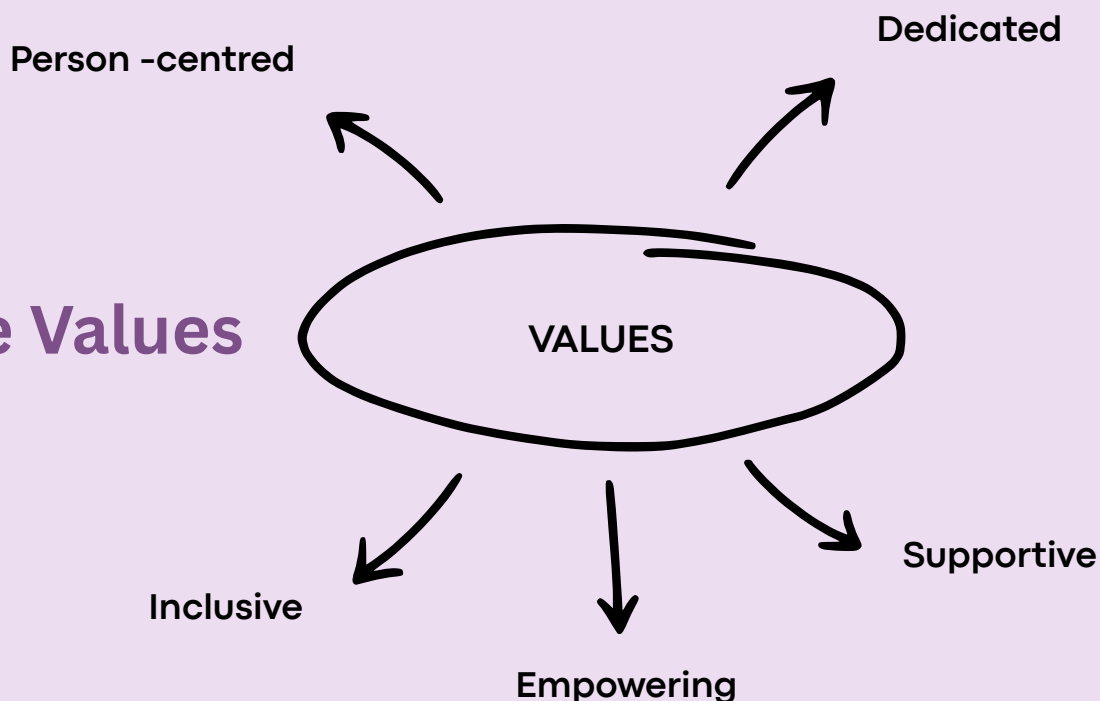
Telephone support – For survivors who have completed an assessment with us, we offer a 30-minute support call every fortnight. These calls provide emotional support, practical coping strategies, and signposting to additional services that can help address challenges affecting their wellbeing in the ‘here and now’. This service helps survivors feel connected and supported while navigating their recovery journey. We currently support around 30 survivors at any one time.

1:1 Therapy – Depending on the complexity of their needs, survivors may access therapy lasting between 12 and 24 months. This long-term approach is unique and has consistently proven effective in supporting meaningful recovery. By offering long-term therapeutic support, survivors are given the time, space, and stability to process past experiences at a pace that feels right for them, enabling lasting progress on their healing journey. We currently deliver approximately 80 hours of therapy each week.

SHE-roes Lounge and Peer group – Our award-winning and innovative weekly group provides female survivors with two distinct ways to engage. In the mornings, we deliver self-development sessions that empower participants to better understand the impact of trauma, develop positive mindsets, establish healthy boundaries, and build confidence and resilience. Afternoons focus on social connection, offering a welcoming space to relax, have fun, and build supportive peer relationships. We also work with community partners to provide a variety of taster sessions and activities, such as salsa dancing, cake decorating, and drumming. Currently, around 12 women attend the group each week.

Sadly, despite expanding our capacity in recent years, demand for our services has continued to grow significantly. As a result, more people are seeking support, leading to longer waiting times for therapy. In April 2026, we launched our three-year strategy, which is focused on providing support to survivors as early as possible, helping them access assistance in the immediate term while they wait for therapy.

Our Core Values



Our strategic pillars

We support.

We empower survivors to rebuild their lives by providing long term, tailored support & development.

We connect.

We enable survivors to thrive, by connecting them to peer networks and wider support services in their community.

We educate.

We work with others to improve the support structures for survivors, by raising awareness, training and campaigning.

Our vision

All survivors are met with compassion and openness, in a world where childhood sexual abuse is exposed, tackled and not associated with feelings of shame.

Our mission

To improve the lives of adult survivors of childhood sexual abuse and more recent sexual violence and rape.

Working with S.H.E. UK clients

The work we do with survivors is impactful; we are privileged to work with our clients to empower them to be the best version of themselves.

Here is a quote from one of our clients, we'll call her Abigail*:

"I am so thankful for the support of S.H.E., it has been life changing for me. Before S.H.E. I would suffer with debilitating panic attacks and told it was social anxiety but, now I know it was a result of childhood trauma... my body was in a constant state of threat wanting to escape any situation that reminded me of the past (which at the time I didn't realise). I just thought it was my personality - a shy and anxious person. By learning a new way to live, with the support from S.H.E., my panic attacks have reduced. I have started to be grateful for my body for protecting me then, nurturing my inner child that wasn't protected and made to feel safe. This has been a journey, but well worth it thank you S.H.E!"

And in June's* own words...

"Sorry it's been so long since we discussed an update. Well, I have a really big one for you. So not only did you save my life you gave me the tools to make a nice new one. I have been successfully thriving over the last year with baby and eldest daughter while fighting through the dreaded court system for youngest daughter. Yesterday all my hard work and your guidance paid off and I am now a proud, happy, stable single mother to 3 beautiful children who all live in my beautiful home with me. The work you do is amazing and so important - you truly saved my life and gave me hope.

All my love, June and family"

* not her real name



Job description



S.H.E. UK is seeking an exceptional, community-focused and fundraising leader with the credibility to strengthen and stabilise our foundations. This role calls for a CEO who can ignite local support, diversify income streams, and turn our exciting, new strategy into action.

You'll bring proven success in building sustainable funding across communities, partners and donors, and you'll lead with compassion for survivors. This is a role for a steady, strategic leader who can unite people, build positive relationships with a wide range of stakeholders, secure resources, and embed the structures S.H.E. UK needs for long term stability.

Reports to: Chair of Trustees.

Location: Mansfield, with the option of some hybrid working.

Salary: £42K-£47K (depending on experience).

Organisation Turnover: Approximately £240,000 per annum.

Key responsibilities:

Strategic Leadership

- Lead the development and delivery of the charity's strategic plan, update Business Plans and track against KPI's.
- Ensure all activities align with the charity's vision, mission, and values.
- Provide leadership that promotes a positive, inclusive, trauma-informed organisational culture.
- Advise and support the Board in setting strategic direction and priorities.
- Continue to support the safeguarding culture within the organisation.
- Lead the fundraising strategy to secure and diversify income streams.
- Develop relationships with trusts, foundations, statutory funders, corporate partners, and individual donors.
- Identify new funding opportunities and oversee grant applications, evaluations and reporting.
- Ensure funding targets and contractual obligations are achieved.
- Support the development of long-term financial sustainability.



Governance and compliance

- Work closely with the Board of Trustees to ensure effective governance.
- Ensure compliance with Charity Commission requirements, safeguarding requirements, GDPR, and other relevant legislation.
- Maintain effective policies, procedures, and risk management systems.
- Take an active role within the Finance and Risk Committee.
- Prepare reports, strategic updates, and performance information for Trustees.
- Ensure organisational decisions are made within delegated authority and governance frameworks.

Financial Management

- Lead the charity's financial planning and sustainability, in conjunction with the Treasurer and Board.
- Develop and manage annual budgets in partnership with the Treasurer and Board.
- Monitor financial performance and ensure effective use of resources.
- Oversee financial controls, reporting, and audit processes.
- Identify and manage financial risks.

Service Leadership and Quality

- Ensure services are safe, effective, survivor-led, and trauma-informed.
- Co-Chair our Service User Forum.
- Monitor service outcomes and organisational impact, create our annual impact report for public sharing.
- Promote continuous improvement and innovation in service delivery.
- Ensure safeguarding policies and practices are robust and consistently applied, as Designated Safeguarding Lead.
- Maintain high standards of confidentiality, professionalism, and ethical practice.



External Relations and Advocacy

- Act as the chief ambassador and spokesperson for the charity.
- Build and maintain effective relationships with survivors, commissioners, funders, local authorities, NHS services, partner agencies, and community organisations.
- Raise awareness of the impact of childhood sexual abuse and the needs of survivors.
- Represent the charity at meetings, networks, conferences, and public events.
- Influence policy and practice where appropriate to improve outcomes for survivors.

General

- Be aware of your responsibilities under the Health and Safety policy and procedures, taking all possible steps to ensure a safe working environment and reporting all incidents or potential hazards.

Person specification (1)



Experience

- Successful track record of six figure funding applications in any twelve-month period.
- Multi-stakeholder experience ranging from government contracts to front line service users, paid, and voluntary staff.
- Demonstrable experience of developing and managing effective, sound relationships.
- Worked with vulnerable people and/or survivors of trauma, with an ability to empathise and be an advocate of survivors.
- Experience of working in the not-for-profit sector.
- Developing and leading teams, and able to demonstrate how you have provided others with opportunities and developed their skills.

Skills / attributes

- High level of self-confidence with a strong presence and high level of integrity.
- Ability to build high-quality relationships with all kinds of individuals and teams.
- Strategic thinker who can articulate not only what the charity currently is, but what it could be.
- Enjoys preparing high-quality funding applications.
- Excellent communication skills (written, verbal, and digital).
- Comprehensive understanding of Excel and Word, especially, but all Microsoft Office software platforms.
- Financial planning and understanding of QuickBooks.

Person specification (2)



Values and attributes

- An advocate of survivors of trauma who is committed to delivering high-quality services and opportunities for all.
- Hard-working, dedicated, and enthusiastic.
- Committed to ensuring that the charity is ethical in all its dealings; has high levels of personal integrity.

Flexibility

- Working pattern may be flexible, including some home-working, if desired.
- Some weekend work may be required.
- Able to travel to meetings across the county of Nottinghamshire and occasionally attend country-wide events where necessary.
- Willing and able to work online remotely using MS Teams etc.

Terms and conditions

Salary:

£42K - £47K depending on experience

Hours:

37 hours per week

Annual Leave:

35 days plus bank holidays

Pension scheme:

3% employer contribution; 5% employee contribution

Probation period:

6 months

Location: This is a hybrid role, with a minimum of three days per week working in-person from our Mansfield base. The office is a ten minute walk from the train and bus station.

How to apply



If you would like to apply for this exciting role, please send the following to: opportunities@she-uk.org.uk

A **full CV** outlining your educational and professional qualifications, full employment history - showing the more significant positions, responsibilities held, and relevant achievements.

Rather than a cover letter, we ask that you tell us about your expertise and experience with regards to below five key criteria.

Please tell us about how your experience relates to each of the following areas (maximum 350 words per area):

- Strategic leadership, with an emphasis on leading and delivering a diverse fundraising strategy, including successful six-figure funding applications.
- Working in a multi-stakeholder environment, building successful relationships with a range of stakeholders, such as, existing and new grant funders, government contacts, local businesses, our community, service users, paid and voluntary staff.
- Understanding of trauma-informed practice, using empathy and the ability to listen to and consider the needs of survivors when making decisions, and a desire to be an advocate for vulnerable people.
- Developing and leading teams, balancing a focus on quality and performance with an open culture that values well-being, accountability and trust.
- Dedication to S.H.E. UK's core values of person-centeredness, dedication, supportiveness, empowerment, and inclusivity.

The closing date for applications is 9am on Monday 21st September.

Further information



We value difference and promote equality. We welcome and encourage applications from all backgrounds and do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age, or any other category protected by law. We are committed to ensuring our recruitment process is inclusive and accessible, and we welcome discussions about reasonable adjustments at any stage of the application or interview process.

As part of our recruitment process, applicants selected for interview will also be asked to complete a separate personal information, and equality monitoring form. This includes information such as your address, date of birth and ethnicity. This information is collected for recruitment administration, equality monitoring and/or any necessary pre-employment checks and will be handled confidentially in accordance with our data protection requirements. This information is not a part of the decision making process. Applicants will also be asked to self-disclose any unspent cautions or criminal convictions.

Please note the successful candidate will be required to complete the relevant safeguarding checks, including an Enhanced DBS check.

Any question?

If you have any questions regarding this position, please contact Lisa Lenton: lisa.lenton@she-uk.org.uk or 07399 073396 to arrange an informal chat.